"It is perhaps unnecessary to point out

ture of agricultural work and the fact

that it is carried on under out of door conditions which are not essentially

detrimental to the well being of the

which the work is confining and repeti-

rience has demonstrated that in fixing hours of labor in industrial establish-ments at a point consistent with the

opportunity for rest and recreation there should in all cases be provision for one

day's rest in seven.

CONGRESS GETS PLAN TO SETTLE LABOR DISPUTES

Industrial Conference Asks Acceptance of Collective Bargaining Principle.

SHOP SYSTEM IS URGED

Report Called Most Comprehensive Ever Made on Conditions in This Country.

by American industry of the principle collective bargaining, so bitterly contended for by organized labor, is recommended by the Industrial Conference called by the President to find a solu-

he conference, however, strongly recommends the application of this printhe through the shop or plant system complete representation," which has an bifferly opposed by labor. It has

final report, made public toonference outlines and asks mists system for the settlement al and national basis, through cole shop agreements, by decision of ogional conference board, or final fonal industrial board, which is to sit

The Principal Recommendations.

mendations are for-Establishment of employee repreion in shops or plants.

posed to profit sharing.

Promotion of the insurance prins (created. savings into some form of annuities. with preferably forty-eight hours

its that will give maximum productings to the rate regulating body.

schooling and physical upbuildy as to hours and conditions of and equal pay for equal skill and

Prevention of labor turnder a for "a wernment workers and

teport recommends againstaring as a panacea for

rike by United States unployee gainst affiliation of policement and in with organizations that use the

Enturagement of overtime work.

he conference issued a warning to

as a fundamental solution of present inustrial problems, but for "labor's right o be represented by representatives of s be represented by represent these two deavores sown choosing." It was on these two deavores ucstions that the original industrial guage:

The report was ununimous with one exand Mr. Stuart field to the convic sement of awards. They did not have ever before by purposes and desires schedules which are above the standard support of the other members.

While the report provides complete bachinery for collective bargains and be scillement of disputes, it recommends no provision for enforcement, but expresses the belief that for the present at least enforcement must rest substanfally upon good faith.

General Plan of Settlement.

final report is in some respects teation of a preliminary one sub-to the President in January. The many report did not provide for pagement and employees. The conchas modified the tentative plan arbitration and enlarge the scope of seneral plan of settlement is described in brief as follows:

The guiding thought of the conferbetween employer and employee be best promoted by the deliberate hatton of that relationship. That sanization should begin with the plant interest and thus to distinish of conflict, and supply by orcomparation between employers analip that existed between n industries were smaller. Sushould provide for the joint estion of managers and employees in dealing with their common interests. It thould emphasize the responsibility of managers to know men at least as inti-

right and duty of employees to have a higher wages and shorter hours. As- any case do not allow employees proper knowledge of the industry, its processes pirations inherent in this form of rest- opportunity for rest and recreation, and realistics. nd policies. Employees need to understand their relation to the joint endeavor so that they may once more have a creative interest in their work.

Industrial problems vary not only eith each industry but in each estab-ishment. Therefore the strategic phase lishment. Therefore the strategic phase to begin battle with misunderstanding within the industrial plant itself. Primarily the settlement must come rom the bottom, not from the top. The conference finds that joint or-canization of management and em-ployees where undertaken with sintal and labor, and for more effective co- ample, the seasonal and intermittent na cerlty and good will has a record of operation.
success. It is not a field for legislation.

ecause the form which employee rep resentation should take may vary in every plant. The conference, therefore, does not direct this recommendation to igislators but to managers and em-

ment and employees in the plant or industry fulls to reach a collective agreement, or if without such joint organization, disputes arise which are not setwager of any group fall below this standtied by existing agencies, then the conference proposes a system of settlement
close at hand and under Government
choouragement, and a minimum of resulation. The entrance of the Government into these problems should be to

The system of settlement consists of a plan, nation wide in scope, with a national industrial board, local regional conferences and boards of inquiry, as fair field for the play of competition

1. The parties to the dispute may voluntarily submit their differences for settlement to a board, known as a that point the matter becomes one of regional adjustment conference. This which the State for the sake of its own board consists of four representatives selected by the parties, and four others in their industry chosen by them and familiar with their problems. The board is presided over by a trained tiovernment official, the regional chair-tiovernment official to the region of the re favored by Judge E. H. Gury and board is presided over by a trained man, who acts as a conclinator. It a list conterence receipt the conterence receipt and weges on a basis and magnetic treatment is reached, it results in a collective bargain baving the conterence receipt depend on a basis of justice to employees it must also receipt in a collective bargain baving the

The report goes into every phase of with it an agreement by both parties that there shall be no interference with production pending the processes of administration of computations are for—

It is most significant recomproduction pending the processes of administration of computations are for—

It is a gratifying that many leading the report goes into every phase of with it an agreement by both parties as to the unsoundness of uch limitation of output, and are opposed to its practice.

It is most significant recomproduction pending the processes of administration of computations are formed to a regional adjustment conference carries as to the unsoundness of uch limitation of output, and are opposed to its practice.

It is practifying that many leading the regional adjustment conference carries as to the unsoundness of uch limitation of output, and are opposed to its practice.

It is not the unsoundness of uch limitation of output, and are opposed to its practice.

It is a practifying that many leading the processes of administration of output, and are opposed to its practice.

It is a practiced to the unsoundness of uch limitation of output, and are opposed to its practice.

It is a practiced to the unsoundness of uch limitation of output, and are opposed to its practice. 4. If the parties or cities of them

Acceptance of the principle of col-to the processes of the pian of adjust-ment, a regional board of inquiry is Creation of machinery for settle- formed by the regional chairman, of * For a new system of food market- the industry, and not parties to the g and development of cooperative buy- dispute. This board has the right under z and selling of food products to stop proper safeguards, to subparas witnesses speculation and profiteering.

b Fixing of a minimum wage to give its findings as a guide to public opinion teasonable living conditions and protect. Either of the parties at conflict may join the board of inquiry on civing an undertaking that so far as its side is undertaking that so far as its side is concerned, it will agree to submit its ets of lack of competence.

Extension of Government machinto investigate living costs.

Contention to a regional adjustment con-Establishment of "gain sharing" ference, and, if both join, a regional adjustment conference is automatically

Final determination of hours of comment agency, having power to reguout the basis of studies of fatigue like the service, has two representatives sometimes where an unusual personality the fifth basis of studies of fatigue late the service has two representatives to five fifth of work in a particular in the adjustment conference. Provision has contributed to a happy outcome—and the one hand and studies of is made for prompt report of its find-contained where the contribution of interest and the profits of an adjustment product lines to the rate regulating body. The conference makes no recommenda-

has recently been quarted by congress, pying elecutive and management.

7. The plan provides machiners for thous and to sales organizations prompt and fair adjustment of wages extension to all the employees of typic and working conditions of the comment manufacturing plants meets with differentiations of its expectably necessary culties. It is not carry to determine

tration. It does not deny the right to in a ord with the spirit and the dire strike It does not submit to arbitration outcome of their individual effor-

ward enforcing that method of settlement.

The conference report is certain to
stir doctares, must come slowly
as it doctares, must come slowly
as to decomplished only by greater
intensic economy and a gradual rement with the Federal Reserve
it is
significant that the conference nor
declares for collective bargaining
fundamental solution of present infundamental solution of present infundamental solution of present intion represented by representatives of
who choosing. It was on these two
thous that the original industrial
crease split and finally broke up

ward enforcing that method of settlement.

The conference report is certain to
stir an active interest in Congress, and a
flood of bills to carry out the recommendations made is anticipated. Members of the conference are confident
that both labor and industry will support its findings and recommendations.

The report goes to some length to point
out that the scheme of employee representation would not abridge the existing
labor organization.

The conference submed up the situation in the industrial world, which it endeavored to meet, in the following language.

The causes of industrial unrest are

"The causes of industrial unrest are

sawald, George T. Slade, Oscar S. loss of personal contact in large radustrial centres. Into account in connection with the adloss of personal contact in large radustrial vantages in other directions to the
trial units and the culmination of a worker which may accrue from such a
growing belief on the part of both emshortening of hours. is necessary to a wholesome continuity of their united effort

that public service employees should cuttates it from that commonly existing maximum production. The confer probablical from striking and that before the war. It cannot be denied that believes that some industries are unrest to-day is characterized more than operating, in part at least, on

Beautiful,

Guaranteed:

PLAYER

PIANOS

\$565

Convenient Terms.

mately as they know materials, and the which go beyond the mere demand for of maximum productivity, and which i lessness are to a greater extent psycho- There are large basic industries which logical and intangible. They are not for still employ substantial numbers of their that reason any less significant. They men in exhausing work for eighty-four reveal a desire on the part of workers to hours a week and longer. exert a larger and more organic in- ditions are opposed to public interest, are fluence upon the processes of industrial contrary to every instinct of human de-life. The impulse is not to be dis-velopment, and are a pregnant cause for couraged, but made helpful and coopera-industrial and political unrest. tive. With comprehending and sympathetic appreciation, it can be con- that the conditions of various verted into a force working for a better make any universal standardization of spirit and understanding between capi- hours unnecessary and unwise. For ex-

How Wages Are Fixed.

On the subject of wages the report worker would naturally exclude agristates:

gislators but to managers and emloyees.

If the joint organization of managebe adequate to maintain the employees

The conference believes that expe WASHINGTON, March 26.—Acceptance stimulate further cooperation.

WASHINGTON, March 26.—Acceptance stimulate further cooperation.

The system of settlement consists of opposing forces result in the suppression. ion of wages below a decent subsistence Above that point here may be determining the compensation for specia special strength or special risk (where risk is avoidable), but below

> weekly schedule of hours, has great adsame effect as if reached by Joint or- part in seeing that the productivity of the same effect as if reached by Joint organization in the shop.
>
> 2. If the regional conference fails to agree unanimously, the matter, with extrain restrictions, goes, under the agreement of submission, to the national industrial board, unless the particles at all generally is bound to a weekly basis, and extrained and overtime should be arranged on a weekly basis, and overtime should be arranged on a weekly basis, and overtime should not be permitted except in case of temporary emergency. "It should moreover be borne in mind arbitrary limitation of effort in the procedure of submission, to the nation basis are in the procedure of an extra burden upon other industries, and may especially prejudice agricul-tural communities which already feel the ties prefer the decision of an umpire practised at all generally is bound to selected by them. 3. The voluntary submission to a living. It is gratifying that many leadgrowing competition of the cities in PLAN CENTRAL HEAD

If the parties or either of them, wages shall not sink below a hying leve and for employees not to restrict production, it is incumbent upon employer to see that special effort and special tibl'ty on the part of their employed receive a simulating compensation. increased output and efficiency are m only by a reduction of piece prices the incentive to such effort is taken away Employees to do their best work must feel that they are getting a reasonable bring the industry. Labor incentive is: nore as incentive to capital.

Profit Sharing and Gain Sharing. "Profit sharing by regarded in som

dustrial problems. The conference be Washington has general oversight of the lieves that while it has promise in som working of the plan. 6. The plan is applicable also to pub-ic utilities, but in such cases, the Gor- sharing in its simplest form has met enterprise can be measured with son Prevention of child labor and the tion of a plan to cover steam railroads, accuracy. It has proved of beneficial for this class of employees, who should not be permitted to strike.

8. The plan involves no penaltien of the rank and file of the cother than those imposed by public opinion. It does not impose compulsory arts.

To Meet American Conditions. and children in industry whould be approached from the aspect both of the eration, yet it is decentralized. It is different from anything in operation elsewhere. It is based anon American experience and is designed to reach a property of the efficient use of the country's resources in man power over a prolonged. where it is based upon American experience and is designed to meet American experience and is designed to meet American conditions. It employs no legal another body of its citizens may believe to be seen a sould see a summing to attent against building up the constant against building in the cons

descret to meet, in the following language of the workers; and, second, the hour principles of the American Federation of Lating and other labor delegates left the onference when it failed to approve treating of hoth principles. The report is probably the most complements to treating on industrial probans and conditions of labor ever drawn, and an an an an an angle of the second to meet, in the following language of the hour size in the sost of living, unrestrained speculation, speciacular instances of excessive profits, excessive accumulation and misuse of wealth, inequality in results that hours schedules which are below the standard of living or increase prices. Such reduction for increase prices. Such reduction for interaction of living or increase prices are prices and production special production special production special production special production special product Bichard Hooker, Stanley King, Samuel of adequate housing unnecessarily high with the attainable with the attainable of adequate housing unnecessarily high maximum. This fact should be taken infant mortality in industrial centres. Into account in connection with the ad-

On the Hours of Labor.

"Studies which have aiready her There is lowever a feature of the made in some industries indicate that present industrial agrest which differ- long hours do not in general result in

WISSNER

Pianos are constantly being chosen musicians of renown for occasions requiring an instrument with great volume of tone, prolonged vibration, breadth of melodic expression and power, capable of withstanding the most trying

Grand-Upright-Player

Free with every Player, a beautiful Player Bench, Rolls of Player Delivery to

your home at all WISSNER

distributing Salescooms MAIL THIS COUPON

TO STORE NEAREST Name YOU for details of this great sale, as well as details of our used plane Address

Factory Distributing Salesrooms

Open Every Evening BROOKLYN, 55 FLATBUSH AVE Opposite Livingston St. WRITE FOR CATALOGUE

INDUSTRIAL REPORT workers in that shop from the rest of their fellow workers in the industry.

ference Offers Nothing New in Labor Problem.

CITES "UNION SUCCESS"

Declares Trade Organization Must Be Basis for Any Arbitration Machinery.

Special to THE BUN AND NEW YORK HERALD health of the employees and with proper WASHINGTON, March 20 .- Organized labor is no more pleased with the results and the recommendations of the are The conference believes that in most factories, mines and workshops, and cs- President's second industrial conference, pecially in repetitive work, the present trend of practice favors a schedule of bours of not more than forty-eight hours proceedings of the first conference

beath and safety of the workers and is in the public interest.

"The practice in some industries of law, composed of a national industrial arranging by mutual agreement of embloyer and comployers for a Saturday player and comployers for a Saturday of the practice of the conference has devised a mass of machinery to be made effective by any composed of a national industrial board and local and regional conference on boards of inquiry. The whole player and comployers for a Saturday of this report, may be summed.

up as follows: "Tried and tested machinery for con-

it has been found possible to maintain industrial peace with no stoppage of work of any kind for periods ranging

Washington Conference Gets Aid From Labor.

drawing away workers from the farm.

tary Laur. Representatives of the Governors of thirty States, community organgations, clubs. Government bureaus. oughness labor and the church were

Projects favored by the conference were the observation of 'neighbors' day on June 14, organization of a nanate community centre work, observ simultaneously, use of schoolhouse? ha chal centres in urban and rural communities althe, cooperative buying and pure theory, Samuel Gompers, president of th

American Federation of Labor, pledged the aid of his organization to the commonity work cause. He declared that access in class betterment projects.

TO SUSPEND WOOD PULP DUTY.

Westernards, March 19 .- Tariffs on

year under a bill tovorably reported to-day by the Hamm Ways and Mean's Com-

Bolivia Coats--

Spring Tailleurs

50.00

Formerly \$89.50

half holiday, without reduction of the situation in this respect may be summer

ciliation and arbitration between emshould be arranged on a weekly basis, and overtime should not be permitted ployers and employees exists whereve

"This machinery functions perfectly wherever employers forsake the spirit

Has Maintained Peace. Through the use of this machinery

rom ten to forty years. "No machinery devised by the Gov-IN COMMUNITY WORK ernment or its agencies or supervised by the Government or any of its agencies

> In industries where the employers are not organized, no maghinery of any kind, whether supervised by governmental agencies or otherwise, can produce in-Organization of the workers is the fact upon which must be ligence and with promptness. predicated the existence of any mathe extension of the principles of de-

racy in industry. to achieve progress in American industry without organization of the workers. With organization of workers no steucture of machinery need be thrust upon from the outside. Organization brings with it machinery which is both adequate and practical, the result of experione shern of any of the fantases of

Report Permits Criticism. "The report of the industrial confer-

ence merits criticism of a very serious nature in connection with the emphasis ployee representation," under which ge d shop organizations known as shop committees, shop councils, works co and representative government Bill to Stimulate Imports to Increase Paper Supply.

Polystry: It is to be feated that the
commission views industry from the
viewpoint of the single shop and builds wood prop would be suspended for one putes are to be settled shop by shop.

"Unavoidably organization with independent show with the control of the complete same to the supply of print menaca to the workers for the reason Delmonico Manager Going to Cuba other and puts them in a position where monico's for eighteen years, submitted shop may be played against shop. Not his resignation to the management yes Confesses to Doctoring Alcohol.

Springfield, Mass. March of the welfage of the workers but the terday and is going to Cuba for a rest.

Springfield, Mass. March of the best economy for the nation demands Mr. Fischer was well known to many For Stellik, a Westfield druggist, con-fossed to prohibition officers, they tes-tified to-day, that he concected rup and whiskey by doctoring raw alcohol with covering whole industries, as is now the sverine caramels and other ingredients case with the 129 national and interna-nd did a furlying business in the tional trade unions.

"The Broadway Shop Where Fashion Reigns"

Spring Fashions

All the new ideas of the season displayed in an extensive assortment-showing the favored materials and styles.

Remember-Hagedorn's, with their extremely small overhead charges and out of the high rental

district, has made moderate prices possible.

Fashioned in Tricotine or Poiret Twill, new

innovations in Collar and Belt effects. Tailoring such as is only found in the

SALE

To Close Out

95 Afternoon Dresses

A collection of chic models, fashioned in Finest Quality Georgette or Meteor, Beaded and Embroidered.

Daytime Dresses

highest class custom made garments.

Four distinct styles, showing the colors in such favor. Specially priced 59.50

Specially priced 69.50

69.50

Formerly \$105.00

38.50 Formerly \$65.00

plosest relations of a cooperative mature between employee and employer in the shop, but these relations must never take on such aform as to separate the

Shop Committee, Wrong.

"It seems to be conviction of the conunions. That certainly is the idea which prevails in the mind of a number of em ployers and it is the idea which they would give much to see made operative n a wider field.

"The report of the commission point out that a number of trade union leadera regard shop representation as a subtle weapon directed against the weapon union,' but concludes that 'occasional nisuse of employee representation and he consequent hesitancy of organized abor to indorse it officially are based on a misconception of the possible and desirable relations between the union

and the shop committee.' "This is not the case. The trade unio movement as a whole is opposed to what are known as 'shop committees,' and 'shop organizations,' because they fundamentally wrong in principle and because they in no sense serve he made public to day, than it was with the real interests of the workers, but read-

operation is at this time desirable, except in industries where a scientific study of the problem on the basis already outlined, indicates that such reduction is necessary for the protection of the basis and the conference has devised of the workers and is the conference has devised of mass.

The commission speaks as though consorting employee representation were something one of 125 men, operators or miners, and found no place in the labor movement. The fact is that the trade unions afford to the workers the only borna fide and offective system of representation. The conference has devised of mass. employees get actual representation freed from any influence of any kind except the influence of their own judgent and needs. Furthermore, trade mion organization includes organiza ion within the shop and offers the ations between the workers in the shop and the employer.

Denies Restriction of Output. "The report of the conference say

that 'the nation has a right to ask that amployees impose no arbitrary limitawork.' Did the conference forget that production in American industry is greater per man and in the aggregate than production in any other country in the world? The trade union movement of America is perhaps the only great and powerful labor movement in the world which does not sanction restriction of output by the workers. It realizes that could achieve results superior to the output by the workers. It realizes that results achieved by machinery which has long been in operation in our infibre of the individual workman as it is to the larger economy of industry.
"American labor understands, per-

haps more fully than American states-men, the needs of the world in this hour and it is exeming every effort to "Labor, if it be permitted, can, out

of its intimate knowledge of industry guide to a conduct of industry out of which will come that increased produc tion which is so greatly to be desire but which has thus far called forth so little real effort from the employers.

"The fact of the whole matter is that he President's commission, even though prompted by the best of motives, had neither the experience nor the understanding of the history, the methods and purposes of the organized labor movement and it followed in the wake of thers whose only purpose has been to get away from the trade union influence

SUGAR UP TO \$15 A 100 LBS.

Advance of \$1 on Pacific Coast Makes New High Record. SAN FRANCISCO, March 26 .- The price

of sugar from the refiners to the whole-salers was advanced \$1 a hundred pounds to-day by the Western Sugar Refinery and the Honolulu Plantation The previous figure was \$14 a hudred and the new price of \$15

highest on record, it was said

U. S. PROSECUTION

mission that these so called shop organi-mations are a kind of substitute for Conferences Are Basis of Conspiracy Charges.

WILL STOP WORK APRIL 1

Declares New Scale Meeting Must Be Delayed Until Case Is Settled.

Indianapolis, March 20 .- Possibility of another tie-up of the nation's coal industry, beginning April 1, was declared PIER STRIKE STILL COMPLETE. to exist as a result of the Government's prosecution of operators and miners for Tienp of Constwise Ship, bug Enily lend themselves to the designs of alleged violation of the Level fuel conemployers hostile to trade unionism and trol act, in a statement issued to-night which it disrupted. This was made are, in fact, almost without exception, by E. D. Legsdon of Indianapolis, Mr. one of 125 men, operators or miners, ment as when it began. Numerous indicated by a Federal Grand Jury here conferences between the ship owners for alleged conspiracy to enhance the and leaders of

rice of coal.

Mr. Logsdon's statement declares that,

Mr. Logsdon's statement declares that,

T. V. O'Connor, president of the In sentation known in American industry, according to information received by the T. V. O'Connor, president of the Information that the control of the Information received by the T. V. O'Connor, president of the Information transformation received by the T. V. O'Connor, president of the Information transformation received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the T. V. O'Connor, president of the Information received by the Information re

that this theory forms the basis for a part at least of the charges against the coal men. If this is true, he said, it is probable that conferences to establish a new wage scale effective April 1 will be postponed until after that date and pos-

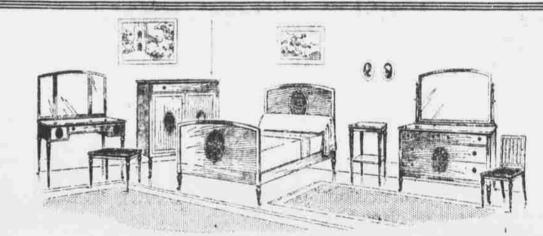
sibly indefinitely and that miners will refuse to work after April 1, when the present contract expires, unless a new scale is agreed upon. Continuing, the statement asserts that the Government's action is inconsistent with a statement given out by President Wilson yesterday, when he urged oper-ators and miners to get together under the majority report of the commission which investigated the coal situation.

The President in this statement in effect gave sanction to the idea of coffetive bargaining in the coal industry, Mr. Logsdon said. Federal officials to-night asserted as to the theory on which the Government is proceeding in its prosecution of the miners and operators and declared they would not divulge the charges against those indicted until all of them

have been arrested.

ters Second Week. The longshoremen's strike, which has tied up coastwise shipping from Boston to Galveston, starts its second week to-day, apparently as far from settleunion have failed to break the dead





An Original Bed-Room Suite of Grace and Distinction

Dresser, Chifforobe. Toilet Table, Full-width Bed, Bench, Chair and Night-Stand, — Mahogany, American Walnut or Hand Painted Enamel. With Twin Beds-8 pieces, \$595.00 7 pieces, \$510.00

These Radically Reduced Prices are a Special Feature for This Week Only.

THIS Hathaway interpretation of modern preferences in Bed-room furniture will interest you. The rich, contrasting grain of the oval inserts and the sparing use of an effective blue-bell decoration are in keeping with the taste

of the day for delicacy. Nor has utility been sacrificed. You will notice especially the spaciousness of the dresser drawers and the full width mirror, the triple mirrors of the toilet table, and the commodious sliding trays of the chifforobe.

The suite appears in our show-rooms in American Walnut with Burl Walnut inserts, in Mahogany with inserts of figured grain, and in Enamel, hand decorated.

The many new suites lately placed upon our Dining Room floors round out a collection that is remarkable in its variety and completeness. Prices from \$475.00 to \$2100.00 indicate this diversity of style and character.

62 West 45th Street, NEW YORK